

Bargaining Update – February 15-16, 2018

The third set of bargaining sessions between Munson Medical Center (MMC) and the MNA occurred on Thursday, February 15, 2018 from approximately 11:30 am – 3:30 pm and on Friday, February 16, 2018 from approximately 12:30 – 2:15 pm.

MMC provided a set of proposals in response to the union's prior proposals on “non-economics” issues, or those issues other than wages and benefits. MMC's proposal addressed a variety of topics such as how to resolve grievances. Some of the important issues included proposals from MMC to ensure that:

- Nurses retain our professional governance structure and that professional governance remains open to all nurses regardless of their willingness to pay union dues or join the union;
- All nurses are protected from any and all other forms of discrimination and that we maintain a safe and professional workplace;
- We continue to support policies that promote excellence in nursing and recognize nurses for their skills, training, education, and the time they have spent working as professional nurses.

The union proposed changes to the existing staffing grids for most nursing units. The union acknowledged that its recommendations were developed anecdotally, and were not based on historical data or published reports from nationally recognized entities that develop best practice standards for nurse staffing.

No agreements have been reached on any of these subjects. MMC will continue to bargain in good faith for a contract covering nurses that is fair and balanced and focused on what is best for both patients and our entire Health Care Team. The next bargaining sessions will be held on February 27 and 28.

As a three-time Magnet nursing hospital, MMC remains committed to providing patients the highest quality of nursing care, including safe and appropriate staffing. Our staffing is based on the needs of our patients and evidence-based best practices. We are proud that our entire care team is committed to these same high standards.

Our Health Care Team has over 100 years of history in doing the right thing for our patients, our entire Health Care Team, and our community, and we will continue to do so.